



## Coast Guard HR Flag Voice 161

### JOINT RATING REVIEW (JRR) IMPLEMENTATION

**On 20 May 1997, a working group was jointly chartered by G-O, G-S & G-W to examine enlisted ratings responsible for the maintenance and operation of non-aviation electronic systems.** Known as the Joint Rating Review (JRR), their goal was to posture the workforce to best maintain and operate equipment used to accomplish missions of the Coast Guard out to the year 2010.

Following review of the detailed findings and recommendations of the JRR implementation planning report this past January, the Commandant approved five principal JRR recommendations for implementation. The decisions where to:

- Merge the Electronics Technician and the Fire Control Technician ratings into one Electronics Technician (ET) rating.
- Merge the Boatswain's Mate and Quartermaster ratings into one Boatswain's Mate (BM) rating.
- Create an Information Systems Technician (IT) rating.
- Create an Operations Specialist (OS) rating.
- Change the enlisted assignment process to consider skills and qualifications as a factor in each assignment.

**The implementation phase began immediately upon the Commandant's decision.** The current timetable is to stand up the new IT, OS, BM, and ET ratings July 2003, with tour complete members transferring in the new ratings during Assignment Year 2003. ALCOASTs 404, 405, 406, & 407/01 contain specific information delineating the course of action for each of the four ratings.

**Although the stand-up of the new ratings will not actually take place until July 2003, JRR implementation is already on an accelerated pace.** Since the Commandant's approval decision, the implementation team has accomplished numerous critical milestones and has laid out a course of action that will produce an orderly transition at the earliest available opportunity. **Critical milestones already completed include:** final enlisted performance qualifications for the new ratings, LANT & PAC Area review and comment on the proposed JRR billet changes, start of training course development including hiring of curriculum development support contractors for both 'A' school and non-resident training, development of the new advancement cycle process, as

well as an extensive 'road shows' for field briefs.

**Why do I have to wait until 2003?** It is clearly understandable that our folks want to "get on with it" and receive their new rating badges. JRR implementation is already on a very tight timetable - the schedule aims for Assignment Year (AY) 2003 and AY 2002 is already upon us. Here's a summary of the four principle issues that absolutely need to be completed to implement the JRR:

**PAL** - Billet changes must be approved and finalized before assignments under the new ratings can begin. There are significant issues with some of these recommendations and we must properly vet the issues in order to ensure we place the right people with the right skill set in the right place. The Area and MLC staffs are key partners in this effort. These billet changes, a not a easy undertaking, won't be completed until June 2002, which coincides with AY-03 shopping list development.

**Training** - Training (A & non resident) MUST be online and functioning properly when the rates merge. This is a principal 'lesson learned' from the Aviation Workforce Restructuring. This includes transition courses, SWE's, new rating correspondence courses. Development is underway, with new 'A' schools starting Summer 2002. During this transition, current 'A' school and 'C' school throughput will continue. The current rating 'A' schools will be phased out NLT July 2003.

**Advancement Cycle** - Appropriate time is required between delivering of the training and then testing of that knowledge and skills through Course Tests and SWE's for advancement eligibility & ranking purposes. If training is available Summer 2002, that leads to a 2003 start for SWE testing of that new rate training. We are building the schedule to ensure this appropriate "time delay" between course availability and required testing in the SWE.

**Selection process** - JRR effected personnel must be allowed the opportunity to understand the specific selection board criteria for IT and OS rates *before* they are asked to request selection for those ratings. Those criteria will be approved and forwarded by message within a month, with the rating selection panels occurring June 2002 to provide our members adequate time to put in their packages. An orderly, well planned process will create the "best qualified" system to treat our members with the most fairness.

**To learn more about the Joint Rating Review plan and on-going implementation efforts**, please visit the JRR website <http://www.uscg.mil/hq/g-w/jrr> or contact LCDR Gary Bruce, JRR Implementation Team Leader, at (202)267-0899. For more information see:

- [ALCOAST 110/01 http://www.uscg.mil/hq/g-w/jrr/approval.htm](http://www.uscg.mil/hq/g-w/jrr/approval.htm) for details on the Commandant's decisions and,

- Flag Voices [147 http://www.uscg.mil/hq/g-w/flagvoice/fv147.htm](http://www.uscg.mil/hq/g-w/flagvoice/fv147.htm) and [149 http://www.uscg.mil/hq/g-w/flagvoice/fv149.htm](http://www.uscg.mil/hq/g-w/flagvoice/fv149.htm), ALCGENL 022/01 on Skill Based Assignment and the four ALCOASTs 404/405/406/407.

**Also, check out the October 2001 edition of COAST GUARD magazine for two related articles, web site <http://www.uscg.mil/hq/g-cp/cb/magazine.html>.**

Regards, FL Ames



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